State of California
21st Century Project

Welcome to the 21st Century Project
Union Stakeholders Update

September 2005

Introduction

21st Century Project Stakeholder Meeting
Agenda

I.   **Project Overview**

II.   **Improvements**

III.   **Why SAP?**

IV.   **SAP System Demonstration**

V.   **System Architecture**

VI.   **Deployment Strategy**

VII. **What's Next**

VIII.**Questions**

Project Overview
What is the 21st Century Project?

The 21st Century Project is a collaborative effort to replace the State's outdated Human Resource systems with new tools and improve the State's human resource/payroll business processes by providing the owners of information and processes better access and capabilities.

Project Overview *(cont.)*

What's included:

- *Payroll*
- *Employment*
- *Position Management*
- *Employee Self-Service*
- *Manager Self-Service*
- *Management Reporting*
- *Benefit Record Keeping*
- *Time reporting*
- *Leave Accounting*

Project Overview (cont.)
Changes since last meeting

- *Selection of SAP*

- *Procurement of PO/IV&V*

- *Issued System Integrator RFP*

- *Funding for Fiscal Year 05/06*

Improvements

- *Provide an internet & IVR accessible system*
- *Establish electronic workflow processing & approvals*
- *Allow employees to manage their information*
- *Reduce employee dependency on HR assistance*
- *Standardize electronic time reporting*
- *Add capability for Bi-Weekly Pay*

Improvements (cont.)

- *Provide on-line instruction access to system users*

- *Provide electronic or paper earnings statements*

- *Add flexibility to accommodate bargaining and legislative impacts*

- *Provide greater deduction capabilities*

- *Create better access to information*

Why SAP?

- *A proven commercial off-the-shelf HRMS/Payroll system replacing the State's current human resource/payroll functions*
    - *Commonwealth of Pennsylvania*
    - *State of Arkansas*
    - *State of Washington*
    - *State of Louisiana*
    - *Los Angeles Unified School District*
    - *Department of Water Resources*
    - *Sacramento County*
    - *U.S. Postal Service*

Why SAP? *(cont.)*

- *Meets the 600 plus requirements in the software RFP*
- *Allows for easy interface with the remaining State systems*
- *Fully integrated centralized data base*
- *High level of security*
- *Single entry point of data*
- *Employee ID separate from employee SSN*
- *Unique Position Number for each position*

Why SAP? *(cont)*

- ***Includes new key functionality***
  - *Employee Self-Service*
  - *Automated timekeeping*
  - *Position Management with unique position number*
  - *Benefit Administration*
- ***Flexible expanded functionality***
  - *SDI*
  - *Bi-Weekly pay*
  - *Calculates deduction % automatically*
  - *Table driven*
  - *Automated workflow*

SAP System Demonstration

Employee Self-Service

System Architecture
Technology

- **21st Century solution built on a Multi-Tier Architecture**
  - *Hosted at the Department of Technology Services*
  - *Utilizing IBM's - AIX Operating System*
  - *Architecture Based on Industry Standards (HTML, XML, J2EE)*
  - *Operating on IBM's scalable P series servers*
  - *IBM's DB2 relational database*

System Architecture
Application

- *Single integrated data base with an active XML defined metadata repository*

- *Drill down capabilities within the Presentation Services enables users to click on a data item and instantly access all related information for which they are authorized*

- *Data Warehouse with web based analytical reporting tools*

- *Layered Security*
  - *Simple Authentication – User ID & Password*
  - *Customizable Portal supporting single sign-on*
  - *Roll based authorizations – permissions*
  - *Encryption of Confidential Database Data*
  - *Encryption of all data transmissions*
  - *Multiple Fire Walls*
  - *Central User Identification Administration*

14

Deployment Strategy

➢*System Design First Phase*   *March 2006 (estimate)*

➢*Rollout First Phase*   *First or second*
–*Employment*   *quarter Fiscal*
–*Payroll*   *Year 2007/2008*
–*Employee Self-Service*   *(estimate)*

What's Next
Key Challenges

- *Manage expectations*
- *Utilize best practices to minimize software customization*
- *Improve business practices*
- *Communicate change to stakeholders*
- *Prepare for implementation*
- *Support implementation and conversion*
- *Communications, communications & more communications*

Questions?

Thanks for attending

For information about the Project and a description of each new function please refer to the State Controller's Office Web site at:

WWW.SCO.CA.GOV

Click on the home page link to the 21st Century Web site

Union Questions/Issues

Provide questions or issues in writing. Include name, phone number, email and organization and send to:

> *21st Century Project*
> *300 Capitol Mall*
> *Sacramento, CA 95814*
> *Attention: Camille Goodwin-Boyd*

The 21st Century Project will provide responses to your questions.